



Sr. Lead for Advocacy, National Prosecution Development

Who We Are

International Justice Mission (IJM) is the global leader in protecting vulnerable people from violence around the world. Our team of over 1,200 professionals are at work worldwide in over 30 offices. Together we are on a mission to rescue millions, protect half a billion, and make justice unstoppable.

We are a global community that cares for one another. We believe that the way we work is as important as the results we achieve. We provide professional excellence with joy and celebration to all those we serve.

The Need

For 25 years, IJM has pioneered the work to protect vulnerable people from violence. 9 out of 9 times in the last decade, IJM's Justice System Strengthening Projects have reduced slavery and violence between 50 and 85% for very large populations of people in poverty. As we grow to expand our impact to protect 500 million people from violence by 2030, we are seeking a Sr. Lead for Advocacy who will be responsible for delivering key program objectives in Infrastructure, Staffing, Policy, Performance, and Financial Sustainability through (1) advocacy and (2) thought leadership activities.

This position is based in Manila, Philippines and reports to the Director of National Prosecution Development.

Responsibilities:

- Support Alignment of National and Regional Teams. Develop and facilitate necessary learning rhythms to ensure national and regional strategies align and respond to insights from accompaniment initiatives;
- Thought Leadership and Advocacy, Accompaniment and Activation Support, and M&E:
 - Lead the research and publication efforts of the department, facilitating release of IJM knowledge products as determined by necessity in relation to current goals and objectives of the team. Author (co-authoring allowed) at least two journal articles or any publication related to IJM prosecution development efforts;
 - Lead advocacy efforts with the Department of Justice Inter-Agency Council Against Trafficking (DOJ-IACAT) and the National Center for Coordination of Online Sexual Abuse and Exploitation Child Sexual Exploitation Materials (NCC OSAEC CSAEM);
 - Lead advocacy efforts and initiatives with the Judiciary such as but not limited to the Supreme Court, Philippine Judicial Academy (PHILJA) and other related committees;

- Lead advocacy events such as, but not limited to, Roundtable Discussions, Focus Group Discussions with government partners and agencies related to Child Protective Prosecution Measures and Strategies;
- Lead advocacy efforts towards the creation and/or enrichment of child protection policies within the Prosecution and Judiciary;
- Lead advocacy efforts with identified Local Government Units in relation to the enactment of necessary local legislation consistent with IJM Philippines' programs, currently on OSAEC;
- Support Local Activation efforts initiated by the IJM Philippines Program Office Teams with identified LGUs.
- Staff care and Spiritual Formation. Participate and refine staff care and spiritual formation rhythms that support your growth as human being created in God's image, measured through your attendance, input, and annual self-evaluations;
- Deliver Shared Wins in coordination with Regional Teams. Support activities with the IJM Philippines Program Offices, the Center to END OSEC and APAC Regional and Country Office Teams;
- Support programmatic and co-owned professional development. Support IJM Initiatives in relation to personal, professional and spiritual development;
- Leadership and Management: Responsibilities to communicate, drive organizational vision and strategies, and foster IJM's culture of spiritual health and integrity. Tasks include overseeing safety and security of team members, management and development of team members, crisis management, financial stewardship and management, and contributing to initiatives and processes. For people management positions, this category is mandatory and tasks must align with the advancement of IJM's theory of change;
 - Lead team devotions and meetings when designated as person in charge;
 - Function as acting head of the team in the absence of the Director, as designated;
 - Develop the team's sense of co-ownership and dependence on God in delivering the IJM OSEC Program impact by:
 - Regularly reiterating key operating principles in team communications and conversations;
 - Regularly emphasizing that this is God's weight, our work, done Jesus' way;
- Strategy & Knowledge Development & Implementation: Responsibilities that formulate objectives, priorities, and the implementation of plans consistent with the long-term interest of the organization in a global environment. Tasks may include content development, briefing a stakeholder, informal trainings, etc. For those in a leadership position, this category is mandatory and must include theory of change responsibilities;
 - Co-develop the knowledge product roadmap for the Department in coordination with relevant National Team departments;
 - Update the Detailed Implementation Plan to ensure alignment with the program prism for sustainability (ISFPP);
 - Co-author and develop knowledge products on an annual cycle or as needed;
- Networking & Partnership: Responsibilities which include developing and maintaining relations, alliances and coalitions within and outside the organization using them to obtain information, support and meet objectives of the program goals;
 - Maintain key relationships with stakeholders;
 - Increase traction with key relationships as needed, especially when necessary to accelerate or ensure timely delivery of program objectives (i.e., a policy or rule for publication requiring release by a specific deadline);
 - Maintain and grow a portfolio of key partners and power actors, mapped to specific sub-outcomes or program deliverables;

- Policies and Procedures: All responsibilities that include drafting proposals, memorandums, policies, best practices, and process documents, both internally and externally;
 - Proposes changes to business processes as needed;
 - Establish and execute rhythms with the legal interventions departments/regional accompaniment teams for trust building, shared learning, and synergy development.;
- Training and Development: All responsibilities related to formal and informal internal and external planning, execution and evaluations specific to trainings;
 - Assist in developing and delivering training programs integral to the Department's Project Outcome;
 - Co-develop specific staff development initiatives intended to further legal staff members along their selected tracks;
 - Co-develop career paths for team positions in coordination with the NPD Director and National Human Resources;
- Research, Program Management and M&E: Responsibilities related to Program Management, monitoring the outcomes, and conducting research on various topics which result in the successful execution of the program;
 - Oversee the completion of prosecution data analysis twice per year;
 - Ensure the department completes its Quarterly Program review on time;
 - Support the NPD Director during Synergy Alignment Sessions and Annual Program Review activities;
 - Update indicators to reflect insights from the partner evaluation / capacity evaluation tools;
- Documentation, Reporting & Data Management: Responsibilities related to data gathering, data analysis, data entry, reports of all kinds, minutes of the meeting, and application of technical knowledge to achieve program goals;
 - Send event and meeting notes or summaries (if taken) to the coordinator for consolidation;
 - Review the finalized event summaries in the monthly and quarterly reports prior to Director approval;
 - Contribute and review reports related to Grants (Westpac, AGD) and others;
 - Provide essential information/narratives to support prosecution date related to advocacy efforts; and
- Participate in IJM's community of spiritual formation.

Qualifications:

- College education.
- Legal education.
- Admitted to the Philippine bar.
- 5 years of experience with the Philippine justice system, which may include work within the agencies of the justice system or with its stakeholders.
- Litigation experience preferred.
- Experience in delivering trainings and speaking publicly.
- Experience articulating gaps and necessary systemic improvements

Critical Qualities:

- Eager commitment to IJM's Core Values: Christian, Professional and Bridge-Building;
- Self-starter with strong initiative;
- Disciplined with priorities;

- Strong interpersonal skills and self-awareness;
- Exceptional verbal and written communication;
- Flexible, collaborative and eager to support others;
- Effective team player who fosters collaborative environment; and
- Adept at creative problem solving.

Application Process:

Please send your updated resume, cover letter, and statement of faith, in one PDF document to phpeoplesupport@ijm.org on or before 31 August 2024.

IJM holds strict safeguarding principles and a zero tolerance to violations of the Safeguarding Policy, Protection against Sexual Exploitation, Abuse and Harassment Policy, and Code of Ethics. Candidate selection is based on technical competence, recruitment, selection and hiring criteria subject to assessing the candidates value congruence and thorough background, police clearance, and reference check processes.

**What is a statement of faith?*

A statement of faith should describe your Christian faith and how you see it as relevant to your involvement with IJM. The statement can either be incorporated into the cover letter or submitted as a separate document and should include, at a minimum, a description of your spiritual disciplines (prayer, study, etc.) and your current fellowship or place of worship.